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ABSTRACT

This document consists of a six-panel promotional brochure and a 15-page program description, both detailing the Developing a Partnership (DAP) in Early Childhood Education Program. This Los Angeles County, California, preschool/primary school training effort aims to enhance teaching and parenting skills through early childhood education. It also provides a basis for a career path for instructional assistants, associate teachers, and teachers in preschool and Head Start classrooms. The program is comprised of 12 Early Childhood Education accredited units, job-related training, support services, and job placement. Included in the presentation are descriptions of agency, parent, and educator participation criteria. The agencies participating in the program are listed, with contact information. A survey of 41 program graduates is also described. Sixty-six percent responded. Findings showed about two-thirds of the surveyed graduates had been employed in early childhood education since completing the program by non-profit delegate agencies, public delegate agencies, or private preschools. Five were employed as teachers, eight as assistant teachers, and three as instructional assistants. Over half the respondents had enrolled in some type of education program since completing their training, either a community college, 4-year college, or adult education classes. Almost all the respondents indicated that the program increased their confidence in their abilities, 90 percent stated that they had improved their parenting skills, 88 percent believed they could be successful in school, and 83 percent felt they got along better with their own children. (KB)

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Los Angeles County Office of Education

Head Start-State Preschool

Developing A Partnership (DAP) in Early Childhood Education

A Parent Career & Employment Program

Los Angeles County Office of Education

HEAD START

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Description

Developing A Partnership (DAP) is a program that prepares Head Start parents for a career in Early Childhood Education (ECE) for the following jobs:

- Instructional Assistant
- Associate Teacher
- Head Start Teacher

DAP partnerships include:

Los Angeles County Office of Education (LACOE) Head Start-State Preschool Grantee, 32 public and private Delegate Agencies and school districts, the Regional Family Service Center, the Private Industry Council (PIC), Pacific Oaks College and Cerritos College, which provides coursework for licensing.

How DAP Works:

DAP works because it creates a partnership and a sense of teamwork among the teacher, the assistant, and the parent trainee.

1. Delegate agencies hire DAP-trained parents.
2. Eligible parents are assessed and provided basic/remedial job-related training, support services, and job placement.
3. DAP provides Early Childhood accredited education courses, as required by the state for employment in preschool/Head Start classrooms.
4. The teachers recieve and provide input on how to work effectively with the parent as a trainee and later as a paraprofessional and or peer in the classroom.
5. ECE experts provide workshops throughout DAP training.
6. All DAP training is available in each participant's first language.

You and the DAP Program

DAP is a nine-month program that meets once a week for eight hours. Volunteer time in agency classrooms is required. Upon completion of 12 Early Childhood Education accredited units, certificates are awarded.

- College coursework fits each parent's needs.
- Afternoon training workshops by professional experts are provided for DAP parents.
- A series of workshops is provided for delegate agency staff for DAP on-the-job training and for building effective classroom teams.

Who Is Eligible?

Head Start parents who are recommended and supported by their delegate agency are eligible.

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What Successful Parents Say About DAP

Maria Elena Rocha

When I started as a volunteer in a Head Start classroom, I decided to continue my education. The Plaza de la Raza Agency introduced me to the DAP Program, which was then a pilot program. With the DAP Early Childhood education and training I have been working for the Los Angeles County Office of Education, Head Start-State Preschool Grantee office in Cerritos as a program assistant in the Home Base program since the spring of 1995. I am continuing my education, enrolled in the second-level DAP, in the advanced program to become a Head Start teacher. My future plan is to become a Head Start director.

Ricardo Gonzales

The DAP Program truly has greatly rewarded me. I am a 43-year-old husband and father of eight beautiful children. I was on welfare and decided to dedicate many hours to the Head Start program as a volunteer parent. That opened the door for me to enroll in the DAP program, which provided me with training and an education in Early Childhood Education through Cerritos College. I am now employed as an assistant teacher and supporting my family through my earnings. I am continuing my education to obtain a B.A. degree,and become a social worker for my community.

Kimberly Stephens

I had many barriers to overcome, and when I realized that I was living beneath my potential, I enrolled in the DAP program, which provided me with not only a job, but a career. I am now a certified Head Start teacher and parent instructor. I look forward to continuing my education at Cerritos College and enjoying a successful future with my beautiful seven-year-old daughter and new husband.

Contact:

Beverley Morgan-Sandoz, *Head Start Manager*
Special Projects

Elsa Brizzi, *Coordinator*
Developing a Partnership Program

Los Angeles County Office of Education
Head Start State Preschool
17315 Studebaker Road, Cerritos, CA 90703
Phone: (562) 940-1770

Los Angeles County Office of Education
9300 Imperial Highway
Downey, California 90242-2890
Phone: (562) 922-6111
LACOE Web Page: http://www.lacoe.edu

Donald W. Ingwerson, *superintendent*

Gilberto Anzaldua, *assistant superintendent*
Educational Services

Nancy Wagner, *director,*
Family Literacy and Employment Services

Andrew Kennedy, *director,*
Head Start

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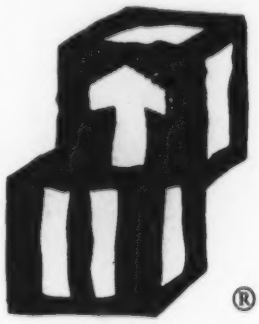
STATE PRESCHOOL GRANTEE

LACOE/
Head Start Developing A Partnership

"Parent Career & Development Program"

Elsa Brizzi,Developer
Research and Development
562-940-1770



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Los Angeles County Office of Education 9300 Imperial Highway, Downey , CA 90242-2890

STATE PRESCHOOL GRANTEE
LACOE/Head Start Developing A Partnership (DAP)
"Parent Career & Employment Program"

Elsa Brizzi, DAP Director

Program Description

1. In keeping with our philosophy that parents are the primary educators of their children, the Developing A Partnership (DAP) is a pre-school/primary school training effort to enhance teaching and parenting skills through Early Childhood Education (ECE) leading towards a career in education and employment.

2. The DAP program is a collaborative partnership between and among the Los Angeles County Office of Education Head Start State-Preschool Grantee, the Private Industry Council (PIC), Developing A Partnership, a staff development program, 32 public and private Head Start Delegate Agencies and School Districts, Pacific Oaks University, Family Service Component, and Cerritos Community College who provides the coursework. The training and fieldwork for headstart eligible parent participants recommended by their headstart preschool agencies and school districts is provided and coordinated by Head Start DAP for employment.

3. The purpose of DAP is to prepare multicultural parent participants, through training, fieldwork, and coursework for careers and employment as instructional assistants and associate headstart teachers in preschool and headstart classrooms.

   The DAP program maximizes the role and function of delegate agencies and districts in utilizing classroom team expertise and relationships in a series of workshops which concludes with the parent participant volunteering as a team member in those classrooms.

   For the past three years, through participatory governance of all role groups, the program has successfully placed over eighty percent of all graduating participants in classroom occupations. Many are continuing their career in education and all parent participants constantly attest to their new insights and behaviors with their children.

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Purpose

- To prepare multi-cultural parent participants (Associates) through training, field work, and coursework for a career and employment as (1) Instructional Assistants, (2) Associate Head Start Teachers and (3) Head Start Teachers.
- To maximize classroom team relationships between participating Delegate Agency Teachers, their Instructional Assistants, and DAP parents associates, volunteering in through Developing A Partnership (DAP) training.

Participants

- The Los Angeles County Office of Education (LACOE) Head Start/State Preschool Grantee Developing A Partnership (DAP) program is a collaborative effort representing 18 Head Start Delegate Agencies, Head Start-Regionalized Family Services, Pacific Oaks College, and Cerritos Community College which provides the licensed coursework.
- The DAP Head Start program provides Early Childhood Education, career direction, and employment placement for multi-cultural parents (Associates) who have been recommended and sponsored by their Head Start Delegate Agency.
- Participating Delegate Agency classroom teams (one Head Start Teacher and one Instructional Assistant) from classrooms where parent participants will volunteer three hours per week.

Program

- Delegate Agency recruitment, selection of exemplary parent participants and a Head Start Teacher and Instructional Assistant team.
- The program provides on-going afternoon workshops that address professional development, policies and procedures in Early Childhood Education.
- Eligible parents (Associates) who then commit to participation, are assessed, provided coursework in Early Childhood Education (12 units), job-related training, support services, and job placement.

CRITERIA FOR PARTICIPATION:

Delegate Agencies choosing to participate in DAP--an Early Childhood Parent Career and Employment Program -- will:

- Select Head Start - eligible "Associates", representing the diversity of their community for participation in this nine-month program of class sessions (one day a week for 36 weeks).
- Recommend their Parent Associates as good applicants for potential hiring as Instructional Assistants (6 units) and/or Head Start Associate Teachers (12 units) in their Agency.
- Identify a Teacher and an Instructional Assistant, a classroom team, to participate in four DAP Training workshops and to work with Parent Associate volunteers in their classroom three hours per week for the duration of the program.
- Be willing to release the classroom Teacher and an Instructional Assistant for the four DAP training workshops (three hours per week for four weeks).

Parent Associates interested in becoming Instructional Assistants and/or Associate Head Start Teachers will:

- Agree to attend 36 weeks of coursework and training once a week from 9 AM until 5 PM.
- Volunteer three hours per week in Delegate Agency's classroom in fulfillment of "Fieldwork" component of coursework.
- Complete the required four Early Childhood Education courses (12 units) maintaining a grade of "C" or better.
- Apply for employment.

Classroom Teachers and Instructional Assistants interested in participating in the program will:

- Attend four DAP weekly workshops three hours per week to provide experience and expertise, and to develop a classroom team which includes the Parent Associates.
- Volunteer for approximately 26 weeks, supervising and working with Parent Associate team members in their classrooms three hours per week (to be scheduled).

Each parent will be reimbursed for child care and transportation for his/her attendance at each class session. Lunch will be provided as well as a morning snack.

Members of the Classroom Teacher/Instructional Assistant teams will each be reimbursed for child care and transportation for their participation in each DAP training workshop.

Accredited program outcomes:

- The DAP program provides accredited Early Childhood Education courses, as required by Title 22 for employment in Preschool/Head Start Classrooms.
- Four DAP workshops, provided for Delegate Agency selected classroom staff which comprises Teacher and Instructional Assistant teams, along with Parent Associates. These classroom teams -- including Parent Associates will enhance their knowledge, skills, and attitudes which support Head Start parent and student success.
- Head Start Policies, Procedures and Early Childhood Education afternoon workshops are provided to enhance Parent Associates' abilities to address student, parent, and agency needs and directions.

Program Evaluation

(SEE FOLLOWING PAGES)

"PARTNERS"

List of Networking Agencies and Institutions:

1. Head Start State Preschool Grantee
2. Los Angeles County Office of Education - Jim Vogler
3. Private Industry Council (PIC)
4. Pacific Oaks College
5. Cerritos College
6. Home Base
7. Regionalized Family Service Centers

Head Start Partners /Employers

ABC Child Development
Director: Daryel Rhodes
Contatct: Amelia Zeragoza
Phone: (213)724-6100

Azusa City
Coordinator: Jo Ann Coppola
Contact: Elvira Luna (Bonnie)
Phone: (818)812-5269

Bassett USD
Director: Joey Sanchez
Contact: Irma Quesada
Phone: (818)918-3168

Duarte USD
Coordinator: Betty Forbeck
Contact: Evelia Vargas
Mayda Medrano
Phone: (818)930-0276

Foundation for Early Childhood Education
Director: Irma Ortiz
Contact: Cressie Byerly
Phone: (213)261-8121

Frederick Douglass CDC
Director: Alan M. Meyers
Contact: Adelicia Reid
Dr. Susan Talebian
Phone: (213)295-3131

Garvey SD
Coordinator: Mary Hampton Hatcher
Contact: Ann Berrios
Phone: (213)295-3131

Hacienda La Puente USD
Director:
Contact:
Phone: (818) 855-3805

Home Base
Director: Gloria Newell
Contact: Same
Phone: (310)940-1779

Inglewood USD
Director: Tola Adeseun
Contact: Marvin Malone
Phone: (310)419-2691

Kedren Community Health Ctr.
Director: Robert Owens
Contact: Felicia Fox
Phone: (213)777-1411

L.A. Urban League
Director: Mary Idella Coleman
Contact:
Phone: (213) 753-2401

Latin American Civic Assoc.
Director: Irene Tovar
Contact: Alice Monge
Phone: (818) 361-8641

Mexican American Opportunity
Director: Lisa Viveros
Contact: Cleo Sandoval
Phone: (213)584-5388

Montebello USD
Coordinator: Aida Ramos
Contact: Dan Morales
(213)887-7824
Phone: (310)806-7824

Pacific Asian Consortium In Empl.
Director: Janice Huey
Contact: Emy Santos-Martin
Phone: (213)389-2373

Plaza De La Raza HS SP
Director: Rosemarie Sims
Contact: Edelma Sciolini
Maggie Salas
Phone: (213)727-6555

Pomona USD
Coordinator: Judy Sanders
Contact: Christina Acosta
Phone: (909)397-4795

Regionalized Family Service Ctr Area I
Coordinator: Lena Preer
Contact: Terry Patterson
Phone: (213) 480-4908

Regionalized Family Service Ctr Area II
Coordinator:
Contact: Thelma Estis
Phone: (213) 750-3473

Regionalized Family Service Ctr Area III
Coordinator:
Contact: Cynthia Hightower
Phone: (213) 742-0874

South El Monte SP
CSS: Debbie Kelly
Contact:
Phone: (818)579-6540
ext. 250

Training & Research Foundation
Director: Elaine Atlow
Conact: Mary Ashe
Phone: (310) 412-4195

VOA Parent Child Ctr
Director: Raymond Hernandez
Contact: Dorothy Smith
Steve Boland
Phone: (310)325-6055

For further information contact:

Elsa Brizzi, DAP Coordinator
Beverley Morgan - Sandoz, Head Start Manager

Los Angeles Office of Education Head Start
17315 Studebaker Road
Cerritos, CA 90703-2553
Phone: (562) 940-1770

ABC CHILD DEVELOPMENT
DEVELOPING A PARTNERSHIP (DAP)
INFORMATION/APPLICATION

Purpose: To prepare multicultural parent participants (associates) through training, fieldwork, and coursework for a career and employment as (1); an Instructional Assistant and/or (2); an Associate Head Start Teacher.

To maximize classroom team relationships between our Agency's participating teachers, their instructional assistants, and DAP parents volunteering through Developing A Partnership (DAP) training.

Criteria for Participation:
- *Attend coursework and training once a week 9:00am to 5:00pm
- *Volunteer (3) hours per week in Agency demonstration classroom
- *Participate in the four (4) Early Childhood Education courses, and maintain a "C" grade or better
- *Apply for employment

NOTE: Each parent will be reimbursed for child care and transportation for their attendance at each session. Lunch is provided as well as morning and afternoon snacks.

Eligibility Requirements:
- *Must be age 22 or over by start of program
- *Must have a VALID California I.D. or Driver's License
- *Must have a Social Security Card or Document Number
- *Must provide Proof of Income (Must meet income poverty guidelines)
- *Must provide Current Proof of Residence
- *Must provide Selective Service Registrant Number (Male participants only)

Name _____ **Site** _____ **Class** _____

Address _____ **City** _____ **Zip** _____

Age _____ **Phone HM (** **)** _____ **MSSG (** **)** _____

Have you volunteered in the classroom? Yes___ **No**___ **Approx. Hrs. p/wk**___

H.S. Diploma? Yes___ **No**___ **Attended College? Yes**___ **No**___

Language: Speak? _____ **Read?** _____ **Write?** _____

Briefly, tell why you want to participate in the DAP Program.

_____

_____

_____

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Developing A Partnership (DAP)
Graduate Survey
Overview

Responses to the Graduate Survey were received from 41 DAP graduates.

Twenty-seven or sixty-six percent (66%) of the respondents indicated that they had been employed in early childhood education since completing the DAP program (Fig. 1).

They were employed by ten public non-profit delegate agencies, five public delegate agencies, and six private preschools. The median number of months that they had been employed since completing the DAP program was 18.

They were employed under ten different job titles: five were employed as teachers; eight were assistant teachers; and, three were instructional assistants.

Twenty-four or fifty-nine percent (59%) of the respondents indicated that they had enrolled in some kind of educational program since completing the DAP training (Fig. 2). Fifteen or sixty-two percent (62%) of the 34 enrolled in a community college; two or eight percent (8%) enrolled in a four-year college; and, six or twenty-five percent (25%) attended adult education classes (Fig. 3).

The most frequent reason, eighty-eight percent (88%), given for enrolling was "to become a preschool/Head Start teacher or associate teacher." Forty-two percent (42%) also indicated that they wanted to finish their college degree; thirty-three percent (33%) and thirty-eight percent (38%), respectively, also wanted to improve their language skills and parenting skills (Fig 4).

When asked to indicate what other outcomes occurred as a result of participating in the DAP program, ninety-eight percent (98%) of the respondees agreed that they had more confidence in their own abilities; ninety percent (90%) felt that they had improved in their parenting skills; eighty-eight percent (88%) believed that they could be successful In school, and had a better self-concept; and, eighty-three percent (83%) felt that they got along better with their own children (Fig. 5).

Figure 1

Have you been employed in Early Childhood Education services since finishing the DAP program?

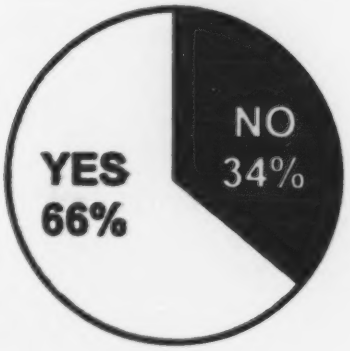

Figure 2

Have you enrolled in any other kind of education program since finishing the DAP program?

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Figure 3

Have you enrolled in adult education, community college, four-year college, or any other educational program?

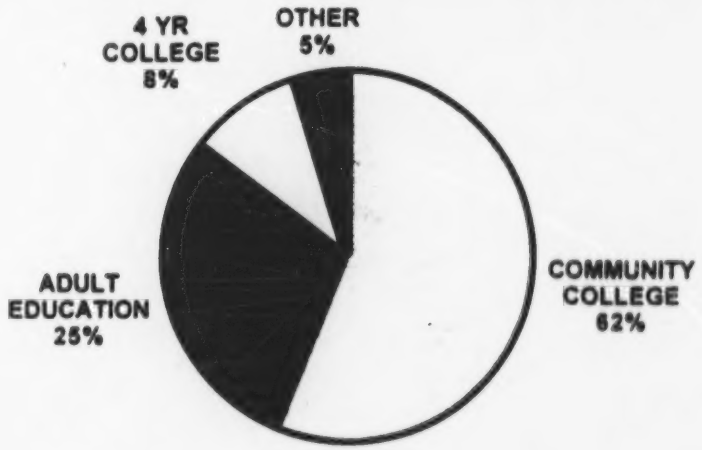

Figure 4

What was your reason for enrolling?

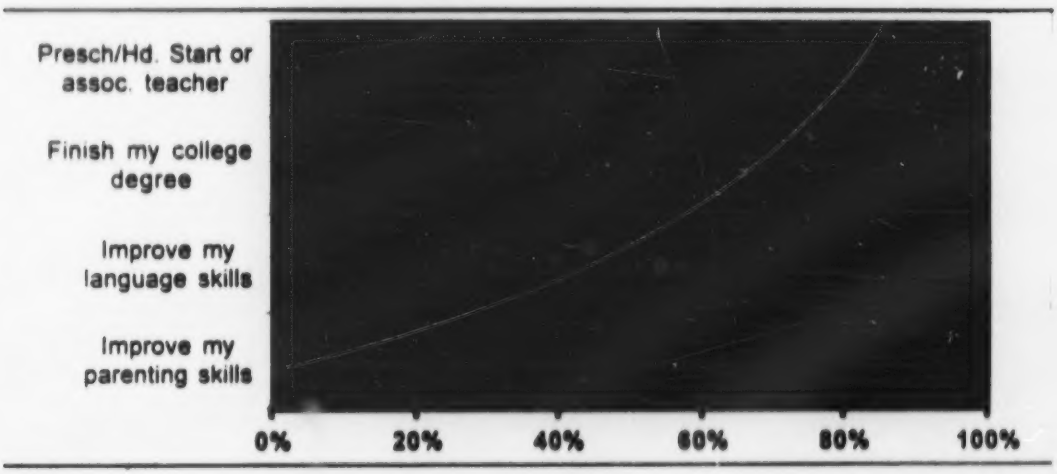

Figure 5

As a result of participating in the DAP program:

I get along better with my children	83%
I have improved my parenting skills	90%
I feel more confident in my own abilities	98%
I have a more positive self-concept	88%
My home environment is more satisfying	70%
I get along better with the "significant other" in my life	41%
I have started a new career	59%
I believe I can be successful in school	88%

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Developing A Partnership (DAP)

Graduate Survey
Summary of Results
(N=41)

2. Have you been employed in early childhood education service finishing the DAP program?

	Num. of Responses	Percent
Yes	27	66%
No	14	34%

2a. Where are you currently employed?

Public Non-Profit Delegate Agencies
ABC Child Development—3
Child Care Resource Center—1
Blythe Head Start
Foundation for Early Childhood Education —1
Frederick Douglas Child Development Center—2
Latin American Civic Association—1
Mexican-American Opportunity Foundation —1
Pacific Asian Consortium—2
Training and Research Foundation —1
Volunteers of America—1

Public Delegate Agencies
El Monte School District—1
Los Angeles County Office of Education—3
Pomona School District—2

Private Preschools
Burdicks—2
Carrousel—1
Little People—1
Oakwood—1
Ola's—1

2b. How long have you worked there?
Median number of months = 18

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2c. What is the title of your job?

- Assistant Teacher—8
- Teacher—5
- Program Assistant—2
- Preschool Teacher—2
- Teacher Aide—2
- Instructional Assistant—3
- Pre-K Teacher—1
- Substitute Assistant Teacher—1
- Substitute Teacher—2
- Bilingual Instructional Aide—1

3. Have you enrolled in any other kind of educational program since finishing the DAP program?

	Num. of Responses	Percent
Yes	24	59%
No	14	41%

3a. Have you enrolled in? Please (√) one (N=24)

	Num. of Responses	Percent
Community College	15	62%
4-Year College	2	8%
Adult Education Classes	6	25%
Other	1	5%

Name of College or School
Cerritos College—4
CSU Dominguez Hills—1
East LA College—4
Evens Community School—1
Garfield Adult School—1
Harbor College—1
Los Angeles City College—
Los Angeles Parent Institute—1
Loyola Marymount University—1
Mt. San Antonio College—1
Norwalk-LaMirada Adult School—1
Pasadena City College—1
Rio Hondo College—1
South Gate Adult School—1
Trade Technical College—1
Wilson Adult School—1

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4. What was your reason for enrolling? Please (√) all that apply (N=24)

	Num. of Responses	Percent
• Become a preschool/ Head Start teacher	21	88%
• Finish my college degree	10	42%
• Improve my language skills	8	33%
• Improving my parenting skills	9	38%

5. As a result of participating in the DAP program: Please (√) all that apply (N=36)

	Num. of Responses	Percent
• I get along better with my children	34	83%
• I have improved in my parenting skills	37	90%
• I feel more confident in my own abilities	40	98%
• I have a more positive self-concept	36	88%
• My home environment is more satisfying	29	70%
• I get along better with the "significant other" in my life	17	41%
• I have started a new career	24	59%
• I believe that I can be successful in school.	36	88%

Elsa Brizzi, Coord. DAP
James Vogler, Research DAP

JV/cc
R-7/21/97

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Developing A Partnership (DAP)
Graduate Survey

Name: _____ Date: _____

Address: _____ Telephone: _____

1. When did you graduate from the DAP program? (_____)
(Month and Year)

2. Have you been employed in early childhood education since finishing the DAP program?
Please check (✓) one. ❑ Yes ❑ No
If yes,
2a. Where are you currently employed? _____
(Name of Agency or School)
2b. How long have you worked there? _____
(Years and Months)
2c. What is the title of your job? _____
(Title)

3. Have you enrolled in any kind of educational program since finishing the DAP program?
Please check (✓) one. ❑ Yes ❑ No
If yes,
3a. Have you enrolled? Please check (✓) one.
❑ Comm. College ❑ 4 Yr. College ❑ Adult Ed. Classes ❑ Other

_____
(Name of College or School)

4. What was your reason for enrolling? Please check (✓) all that apply
- ❑ to become a preschool/Head Start teacher or associate teacher
- ❑ to finish my college degree
- ❑ to improve my language skills
- ❑ to improve my parenting skills
- ❑ Other (please describe) _____

5. As a result of participating in the DAP program: Please check (✓) all that apply:
- ❑ I get along better with my children
- ❑ I have improved in my "parenting skills"
- ❑ I feel more confident in my own abilities
- ❑ I have a more positive self-concept
- ❑ My home environment is more satisfying
- ❑ I get along better with my "significant other" in my life
- ❑ I have started a new career
- ❑ I believe that I can be successful in school
- ❑ Other (please describe) _____

JV/cc
4/22/97-R

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